**DOR Standardized Evaluation Guideline Questions**

**CFS/Response Performance**

* What types of calls for service or community policing activities did the OIT respond to this shift?
* Did they show beat integrity/initiative in responding or did they have to be prompted by FTO?
* What roles/responsibilities did the OIT take on these calls?
* How did the OIT work through problems and identify options, alternatives, or solutions?
* How did the OIT apply the Policing Priorities of Life, Stabilization, Time, and then Apprehension?
* List specific examples that demonstrate solo capability with CFS/Response Performance.
* List specific examples that demonstrate needing improvement with OIT CFS/Response Performance. Are there any patterns of concern developing? (Engagement, Multi-Tasking, Organization, etc.)
* Training Documentation: What training was conducted and/or proficiency tasks covered related to the OIT’s CFS Response Performance during this shift?

**Self-Initiated Activity Performance**

* What self-initiated or community policing activities did the OIT initiate this shift?
* Did they show initiative in conducting these activities or did they have to be prompted by FTO?
* What roles/responsibilities did the OIT take on these self-initiated activities?
* How did the OIT work through problems and identify options, alternatives, or solutions?
* How did the OIT apply the Policing Priorities of Life, Stabilization, Time, and then Apprehension?
* List specific examples that demonstrate solo capability with conducting self-initiated activity.
* List specific examples that demonstrate needing improvement with OIT Self-Initiated Activity Performance. Are there any patterns of concern developing? (Observing Violations/Suspicious Activity, Engagement, etc.)
* Training Documentation: What training was conducted and/or proficiency tasks covered related to the OIT’s Self-Initiated Activity Response Performance during this shift?

**Communication and Relationships**

* How were OIT’s communication abilities (written, verbal, and non-verbal) demonstrated during this shift? Were they professional, clear, and appropriate to the circumstances?
* How did the OIT obtain applicable/relevant information on their calls for service? How was their ability to make conversation, conduct interviews, and document information demonstrated?
* Did the OIT complete reports using proper grammar, spelling, and punctuation without errors that compromise clarity of meaning? Were reports and other paperwork submitted in a timely fashion?
* Did OIT complete required administrative activities in a timely manner? (Complete Officer Daily, label OBCs, respond to important emails, do impounds, submit long forms/lab requests, zero check, etc.)
* How were the OIT’s communications via the radio and MDC during the shift?
* How were the OIT’s personal interactions with sworn, non-sworn, and citizens? Did they treat people with dignity and respect without compromising officer safety, good tactics, or appropriate use of force?
* How did the OIT respond to training and/or constructive criticism? Were they open to learning while taking responsibility for their actions, attitude, and effort?
* List specific examples that demonstrate solo capability with Communication and/or Relationships.
* List specific examples that demonstrate needing improvement with Communication and/or Relationships. Are there any patterns of concern developing?
* Training Documentation: What training was conducted and/or proficiency tasks covered related to OIT Communication and/or Relationships during this shift?

**Officer Safety Skills/Tactical Safety**

* Did the OIT demonstrate basic officer safety skills by:
	+ Utilizing officer safety techniques such as distance, cover, concealment, and contact/cover?
	+ Recognizing potential threats and demonstrating good situational awareness?
	+ Maintaining control of subject movements and placing them in positions of disadvantage, when appropriate?
	+ Properly conducting frisks, searches, and/or handcuffing subjects, when appropriate?
	+ Not exposing weapons (baton, handgun, TASER, etc.) to potential threats?
	+ Keeping their gun hand free during enforcement situations?
	+ Maintaining sight of involved parties while conducting police activities?
	+ Utilizing the Policing Priorities of Life, Stabilization, Time, and then Apprehension?
* Was OIT able to apply basic officer safety skills and still treat people with dignity and respect?
* How did the OIT use command presence and verbal commands to control, influence, and/or de-escalate?
* How was the OIT’s response to any critical incidents (hot tones) during this shift?
* How did OIT demonstrate understanding of their tactical role and responsibilities when responding to critical incidents (hot tones)?
* List specific examples that demonstrate solo capability with Officer Safety Skills and/or Tactical Safety.
* List specific examples that demonstrate needing improvement with Officer Safety Skills and/or Tactical Safety. Are there any patterns of concern developing? (Critical Task Issues?)
* Training Documentation: What training was conducted and/or proficiency tasks covered related to OIT Officer Safety Skills and/or Tactical Safety during this shift?

**Law Enforcement Decision-Making**

* How did the OIT demonstrate knowledge of and the ability to apply appropriate actions based upon criminal law, city code, traffic law, and SPD policy/procedure? Was OIT able to solve problems adaptively?
* Was the OIT able to distinguish criminal, non-criminal, and civil activity and make appropriate decisions?
* Did OIT demonstrate understanding of “spirit vs letter” of the law and apply discretion, when appropriate?
* How did the OIT apply the Constitutional Rights of search, seizure, and arrest?
* List specific examples that demonstrate solo capability with Law Enforcement Decision-Making.
* List specific examples that demonstrate needing improvement with Law Enforcement Decision-Making. Are there any patterns of concern developing?
* Training Documentation: What training was conducted and/or proficiency tasks covered related to OIT Law Enforcement Decision-Making during this shift?

**Motor Vehicle Operation/Orientation**

* Describe OIT’s ability to apply SPD Vehicle Operation Policy while responding to calls for service and/or conducting general patrol operations?
* Describe OIT’s ability to apply SPD Vehicle Operation Policy while responding to critical incidents (hot tones) and/or while driving Code 3 this shift?
* Did OIT ensure equipment was in good working order prior to start of shift?
* Did OIT search backseat before/after shift and after transporting subjects?
* How did OIT demonstrate knowledge of major streets, intersections, locations, hundred block numbering sequence, and patrol area boundaries?
* Was OIT able to arrive at locations in a timely manner, with or without the use of maps?
* Was OIT consistently aware of their current location?
* List specific examples that demonstrate solo capability with Motor Vehicle Operation and/or Orientation.
* List specific examples that demonstrate areas of improvement with Motor Vehicle Operation and/or Orientation. Are there any patterns of concern developing?
* Training Documentation: What training was conducted and/or proficiency tasks covered related to OIT Motor Vehicle Operation and/or Orientation during this shift?